

# MONTHLY OUTLOOK

*A Meeting Preview with Data Insights and MC 2020 Progress*

October 3, 2014

## October Meeting Highlights—What to Expect and Why

Your next meeting occurs on October 20. Following are major items and topics planned at this time.

**Constituent Conversation.** The second constituent conversation of the year will be held with the Faculty Council. Our theme of closing the achievement gap will again be facilitated by Dr. Monica Brown and Jason Rivera.

**My Monthly Written Report.** My October President's Focus report will look at national data, reports, and efforts in public schools and colleges related to the achievement gap.

**FY16 Capital Budget.** The FY16 capital budget reflects the second year of the FY15–16 biennial capital budget of the six-year FY15–20 capital improvements program (CIP). The FY16 budget contains 28 projects and totals \$50,662,000. After reviewing the budget at your October meeting, you will vote on adoption in November.

**Advertising Contracts.** Advertising is an important element of marketing and public relations efforts. This sole source contract award—sole source due to the unique nature of advertising markets—contains specific vendors for television, radio, cinema, and outdoor/transit placements. The College invests less than one half of one percent of its budget in advertising.

**Modified Policy Proposals.** I am bringing two policy modifications for your consideration. The first revision changes the existing tobacco policy (Policy 75003) to address electronic cigarettes, which the policy would now ban. The second change provides clarifying language to the policy on vehicles and parking (Policy 76001).

**New Bond Compliance Policy.** Having a bond compliance policy is a best practice at institutions that issue bonds. Montgomery College is on a par with many four-year institutions in this regard and legal counsel has recommended that the College should have such a policy in place.

**Bond Matter.** An important bond matter will be brought for your approval. This action will allow for refinancing of the bonds issued in support of The Morris and Gwendolyn Cafritz Foundation Arts Center at the Takoma Park/Silver Spring Campus. It is expected that the refinancing will result in a savings of over \$1,000,000.

**Retirement Recognitions.** This year, I plan to bring retirement resolutions to you at three times. Those for your consideration in October are individuals who retired over the summer. In February, we will bring fall semester retirements. And, spring semester retirements will come for your consideration next June.

**Performance Accountability Report.** Please note that while the Performance Accountability Report typically comes to your October meeting for review, it will be on your November meeting agenda this year. This change is due to several changes by MHEC, including their moving of the due date to December 1.

## Data Focus of the Month

### **PROGRAMS OF STUDY: Who in Enrolled in What**



Last month, we looked at student enrollment and how students are counted. Recall there was an unduplicated headcount of 26,155 credit students in the fall 2013 semester. In this month's data focus, I turn my attention to what students are taking at the College. Specifically, what programs are students enrolled in? What does this tell us about their intentions, their progress, their potential to complete?

**Main program categories.** Programs of study are classified as being either “transfer,” or “career.” In general, a transfer program is composed of courses that prepare students who wish to transfer to upper-division degree studies at four-year colleges and universities. Transfer programs are organized under four different degrees: associate of arts (AA), associate of science (AS), associate of fine arts (AFA), and associate of arts in teaching (AAT). Students in career programs are typically intending to go into the workforce upon graduation. Career programs award the associate of applied science degree (AAS). The following table shows the types of majors our students had chosen in fall 2013:

PROGRAM CATEGORY	FULL-TIME STUDENTS	PART-TIME STUDENTS	TOTAL STUDENTS	PORTION
Transfer	6,412	9,652	16,064	61%
Career	1,632	3,612	5,244	20%
Undecided/Undeclared	1,196	3,651	4,847	19%
<b>Totals</b>	<b>9,240</b>	<b>16,915</b>	<b>26,155</b>	

**Impact of full-time attendance.** Note in these data that about one-third of our students were attending full-time, which means they are enrolled in 12 or more credits in a semester. A full-time student should be able to complete a degree in about four semesters or two years if enrolled continuously. The other two-thirds of our students were enrolled part-time—due, no doubt, to time commitments for jobs, life responsibilities, or finances.

**Program categories are not mutually exclusive.** Students who complete certain transfer programs are able to gain employment—rather than transfer—with their associate's degree in some fields. In addition, some students in career programs elect to transfer—rather than go into the workforce—to earn a bachelor's degree. And many students in all programs opt to transfer before completing any community college credential.

**The top 10 programs of study.** Students choose a program of study based on personal and academic interests coupled with their eventual employment hopes and intentions. Of course, many students are still discovering how best to use their talents in a career. The top 10 enrolled programs of study at Montgomery College in fall 2013 were as follows:

(1) General Studies AA.....8,420 students	(6) Education AAT..... 767 students
(2) Business AA .....2,221 students	(7) Criminal Justice AAS..... 694 students
(3) Engineering AS.....1,352 students	(8) Computer Science AA ..... 665 students
(4) Science AS.....1,212 students	(9) Nursing AS..... 409 students
(5) Arts & Sciences AA .....1,158 students	(10) Accounting AAS..... 360 students

**Most popular major.** The general studies AA degree has been the most popular major at the College for many years largely due to its flexibility in preparing students for a variety of majors. Currently, an effort is underway to define tracks within the degree program that provide students with pathways toward different types of degree majors.

## Montgomery College 2020 Update of the Month



The *Montgomery College 2020* strategic plan is a seven-year effort that began in Fiscal Year 2013 and runs through the end of Fiscal Year 2019. One of the initiatives identified in Theme V, Assessment and Institutional Effectiveness, is the Destination Employer concept. This initiative is expected to run through FY20. How is it doing today?

**What is a Destination Employer?** This term expresses the College's desire "to make Montgomery College the premier employment destination locally, regionally, and nationally" by continuing "to build a solid foundation of supportive leadership, core values and ethical practices, mutual respect and appreciation, overall employee wellness and work-life balance, and opportunities for career exploration and growth."

**Target areas for Destination Employer efforts.** As I shared in my report to the board in November 2013, there are eight broad target areas to developing an organization that is a Destination Employer. We are making progress in each of these areas.

1. Foundation, structure, and alignment
2. Culture and leadership
3. Leveraging of existing strengths
4. Attraction and retention of high-caliber talent
5. Learning, development, and growth
6. Rewards and recognition
7. Workforce planning and talent management
8. Career architecture

**How quickly does this happen?** Becoming a Destination Employer is a multi-year, multi-tiered endeavor. In the highly competitive higher education industry, it is critically important to have a laser-like focus on acquiring, growing, managing, and mobilizing our people by ensuring a healthy work environment, which will translate into the most productive and engaged workforce possible.

**The role of human resources leadership.** The vision and mission for the Office of Human Resources and Strategic Talent Management (HRSTM) has evolved to reflect our renewed focus on people in order to assure alignment of employees' work with the direction of the College. HRSTM's vision is to build and model a diverse community where people love to work. HRSTM's mission is to cultivate people.

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Be well,

DeRionne P. Pollard, PhD

**We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.**